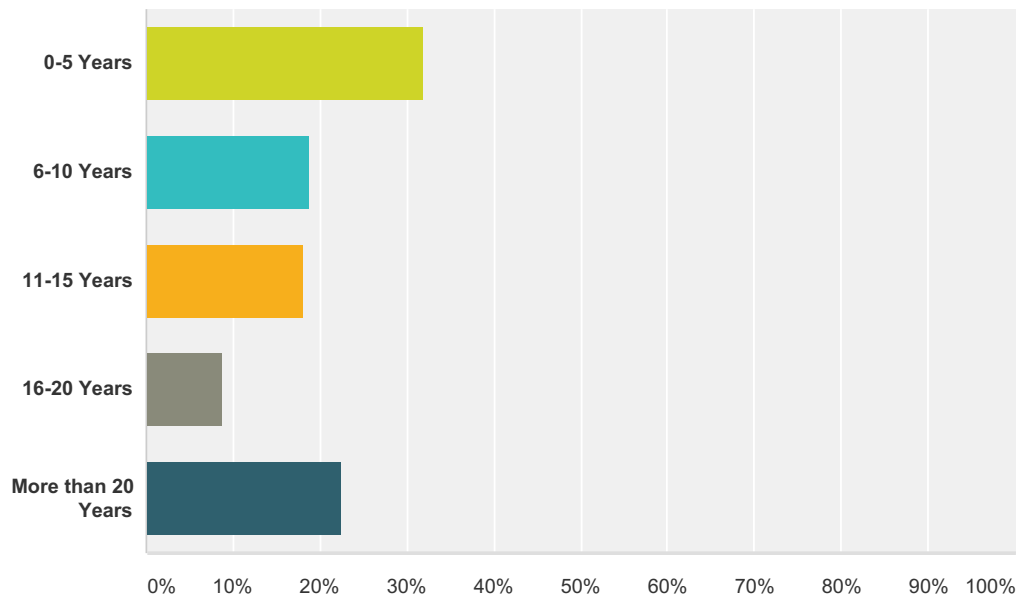


Q1 How long have you worked for Waukesha County?

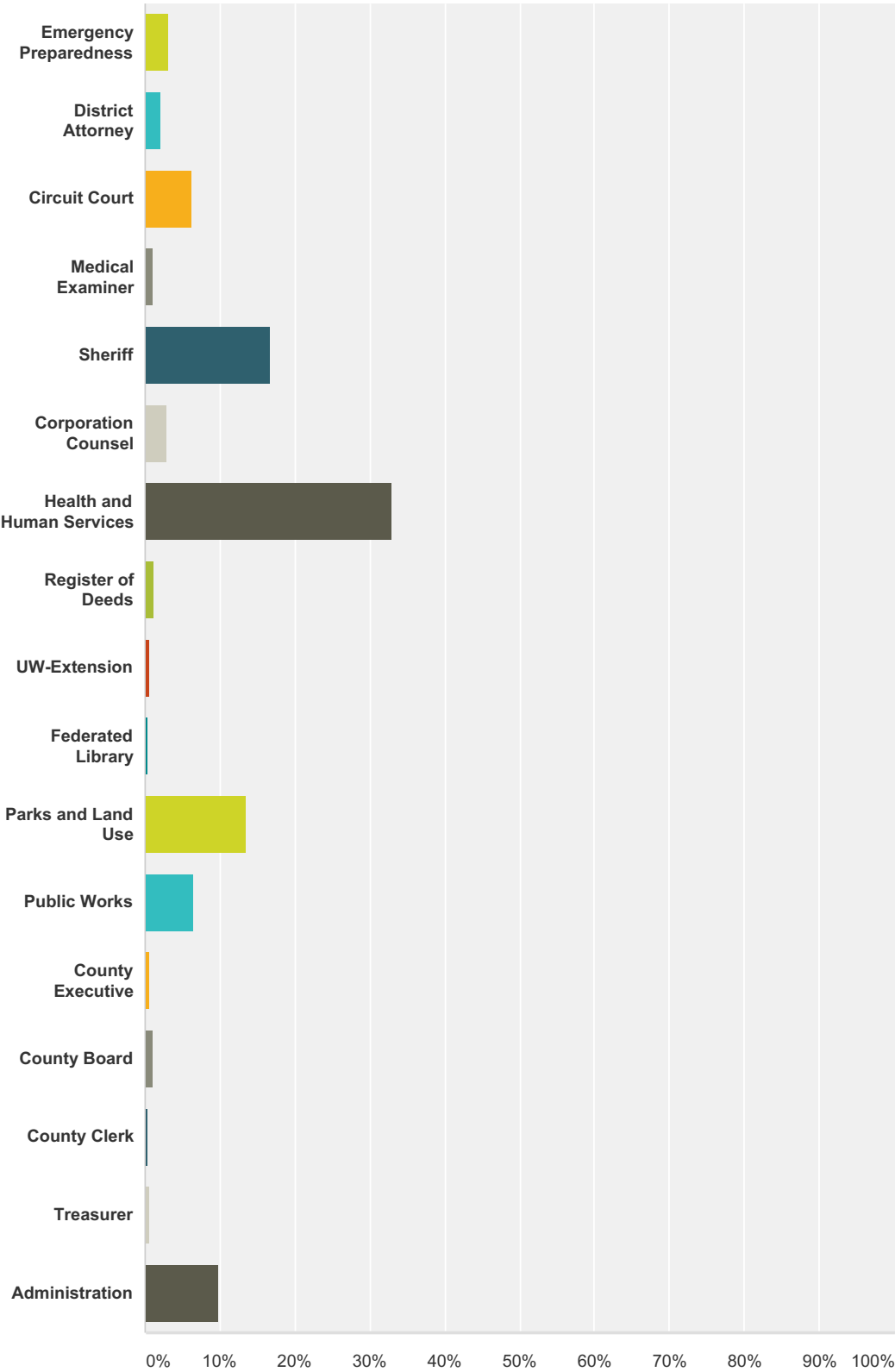
Answered: 743 Skipped: 6



Answer Choices	Responses
0-5 Years	31.90% 237
6-10 Years	18.71% 139
11-15 Years	18.17% 135
16-20 Years	8.75% 65
More than 20 Years	22.48% 167
Total	743

Q2 For which department do you currently work?

Answered: 741 Skipped: 8

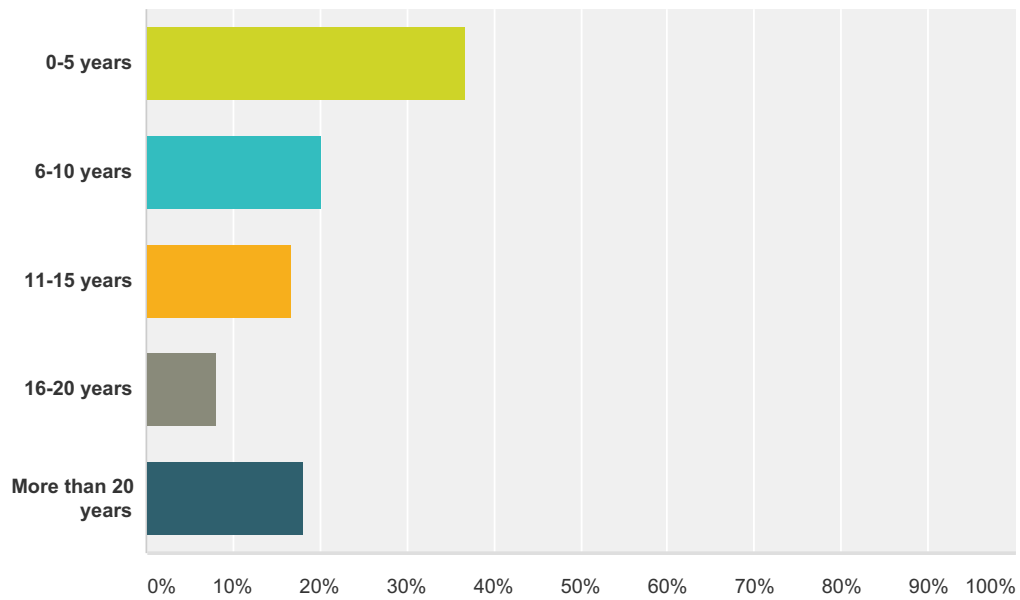


Waukesha County Annual Strategic Planning Employee Survey

Answer Choices	Responses	
Emergency Preparedness	3.10%	23
District Attorney	2.16%	16
Circuit Court	6.21%	46
Medical Examiner	1.08%	8
Sheriff	16.60%	123
Corporation Counsel	2.97%	22
Health and Human Services	33.06%	245
Register of Deeds	1.35%	10
UW-Extension	0.67%	5
Federated Library	0.40%	3
Parks and Land Use	13.50%	100
Public Works	6.48%	48
County Executive	0.54%	4
County Board	1.08%	8
County Clerk	0.40%	3
Treasurer	0.67%	5
Administration	9.72%	72
Total		741

Q3 How long have you worked in your current department?

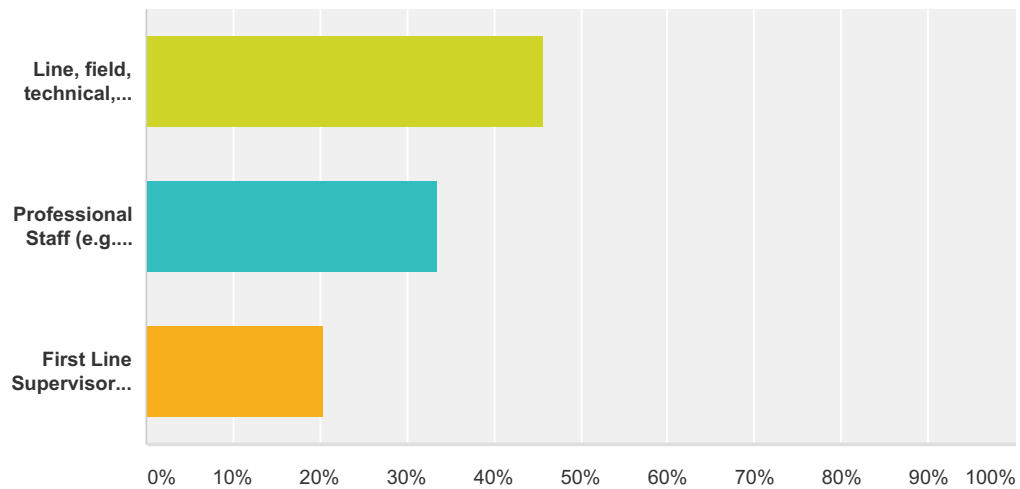
Answered: 742 Skipped: 7



Answer Choices	Responses
0-5 years	36.79% 273
6-10 years	20.22% 150
11-15 years	16.71% 124
16-20 years	8.09% 60
More than 20 years	18.19% 135
Total	742

Q4 What level of position do you currently hold?

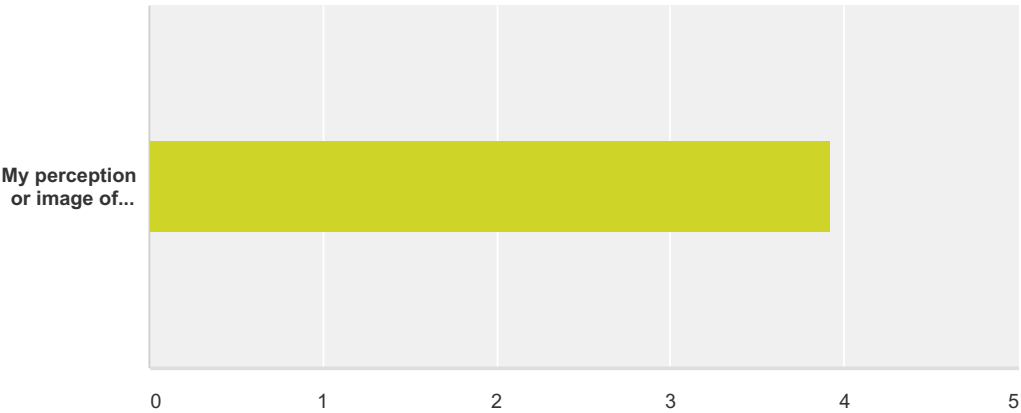
Answered: 745 Skipped: 4



Answer Choices	Responses
Line, field, technical, clerical or administrative staff (e.g. Administrative Assistant, Deputy Sheriff, Highway or Park Maintenance Worker)	45.77% 341
Professional Staff (e.g. Budget Analyst, Social Worker, Information Technology Specialist)	33.69% 251
First Line Supervisor (e.g. Accounting Services Coordinator, Patrol Superintendent, Park Foreman), Division Manager (e.g. Building Operations Manager, Environmental Health Manager), Department Head (e.g. Director of Public Works, Director of Administration) or Elected Official	20.54% 153
Total	745

Q5 Evaluate the following statements.

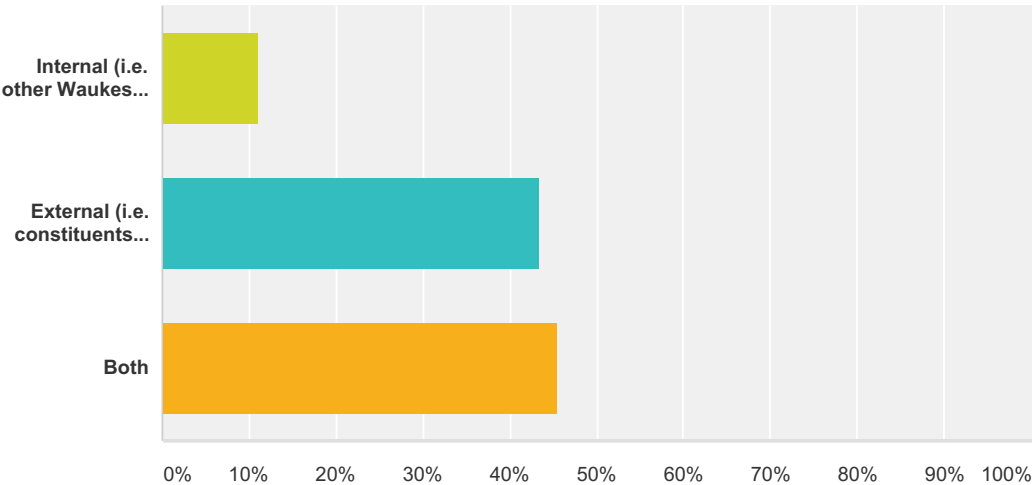
Answered: 745 Skipped: 4



	Very High	High	Neutral	Low	Very Low	Total	Average Rating
My perception or image of Waukesha County as an employer is:	26.85% 200	46.17% 344	20.67% 154	5.23% 39	1.07% 8	745	3.92

Q6 What customer do you primarily serve?

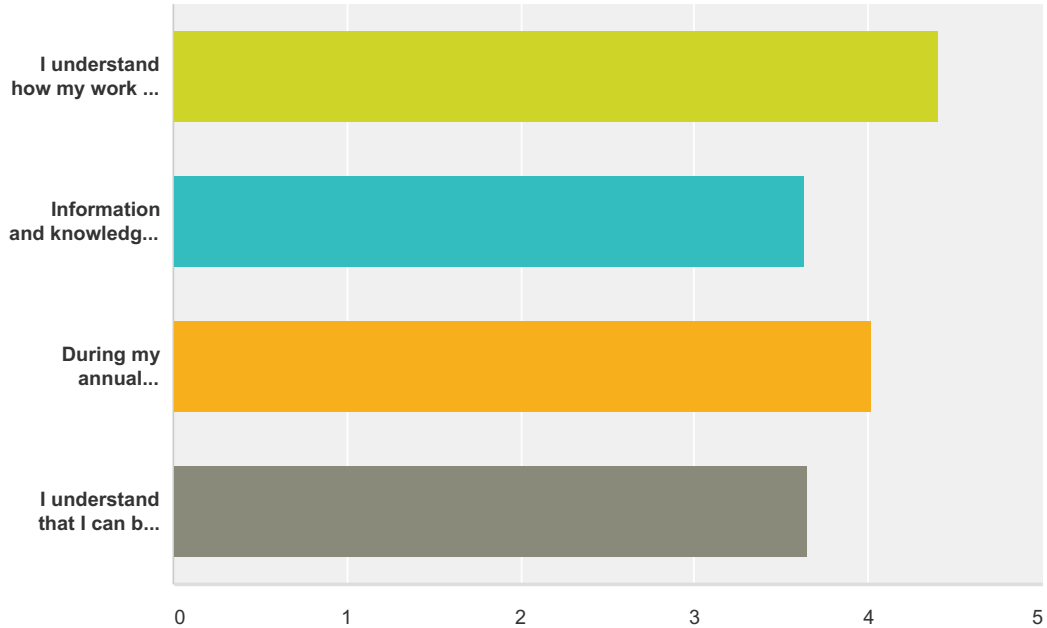
Answered: 743 Skipped: 6



Answer Choices	Responses	
Internal (i.e. other Waukesha County employees)	11.04%	82
External (i.e. constituents of Waukesha County)	43.47%	323
Both	45.49%	338
Total		743

Q7 Please indicate the extent to which you agree with the following statements:

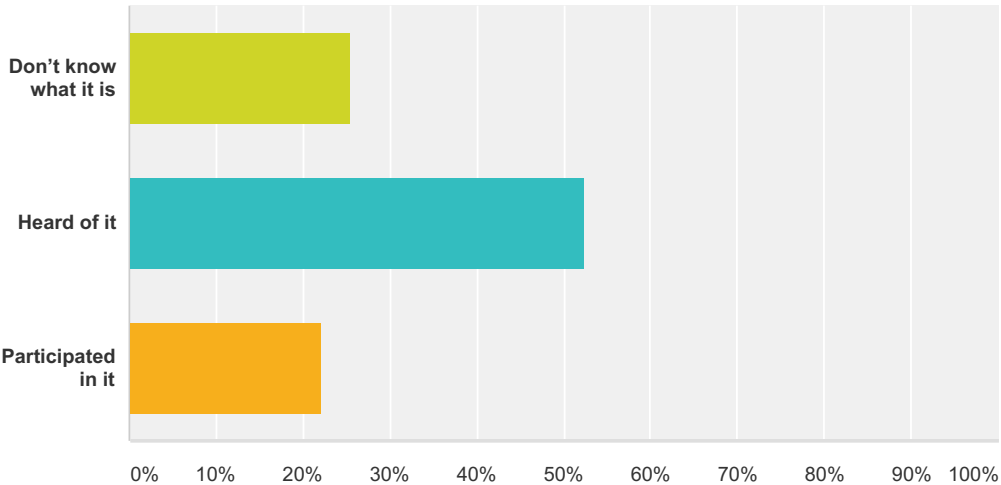
Answered: 747 Skipped: 2



	Strongly Agree	Somewhat Agree	Neither Agree Nor Disagree	Somewhat Disagree	Strongly Disagree	Total	Average Rating
I understand how my work and assigned goals directly contribute to the overall success of the County in meeting its key strategic priorities.	57.43% 429	29.59% 221	9.37% 70	2.68% 20	0.94% 7	747	4.40
Information and knowledge are shared openly within my department.	30.03% 224	34.32% 256	12.47% 93	14.75% 110	8.45% 63	746	3.63
During my annual performance evaluation with my direct supervisor, I discussed my training needs and opportunities for professional development.	45.18% 333	27.82% 205	16.01% 118	5.97% 44	5.02% 37	737	4.02
I understand that I can be recognized for extra effort while demonstrating the County's Core Values.	33.02% 246	27.52% 205	19.19% 143	11.95% 89	8.32% 62	745	3.65

Q8 How familiar are you with “LEAN”?

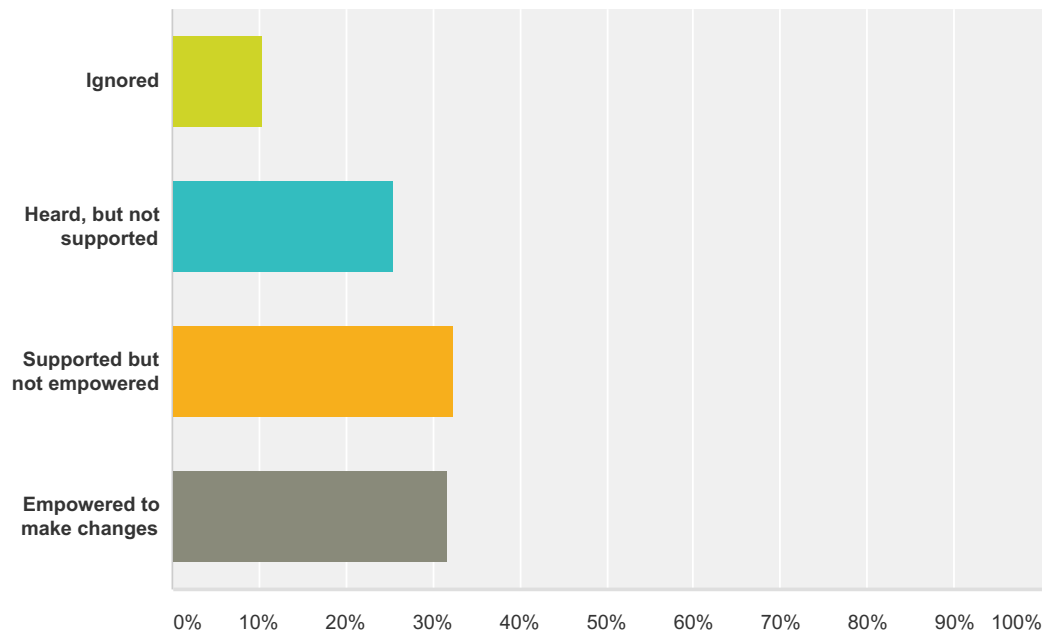
Answered: 748 Skipped: 1



Answer Choices	Responses	
Don't know what it is	25.53%	191
Heard of it	52.41%	392
Participated in it	22.06%	165
Total		748

Q9 When making a process improvement suggestion do you feel:

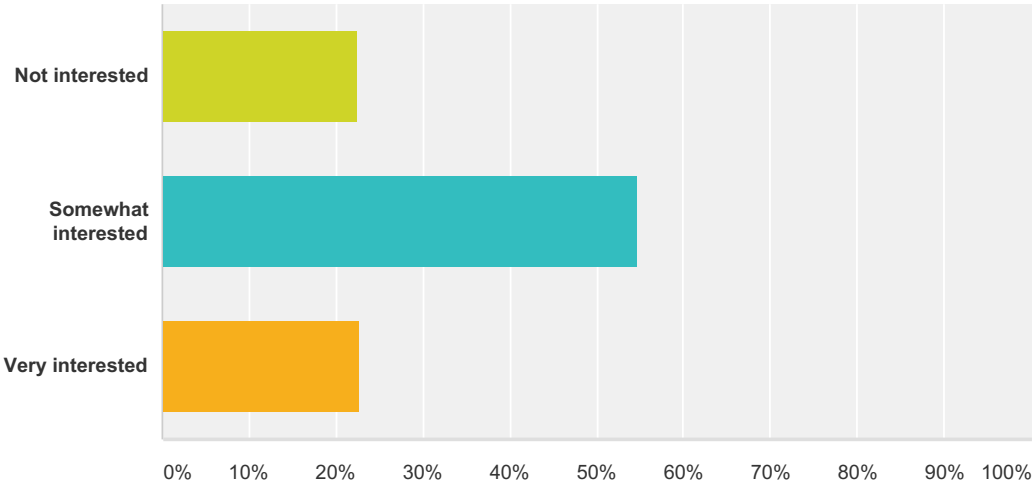
Answered: 735 Skipped: 14



Answer Choices	Responses	
Ignored	10.34%	76
Heard, but not supported	25.44%	187
Supported but not empowered	32.38%	238
Empowered to make changes	31.84%	234
Total		735

Q10 What is your level of interest to participate in LEAN (suggestions, quick fixes, trainings, and / or project participation)?

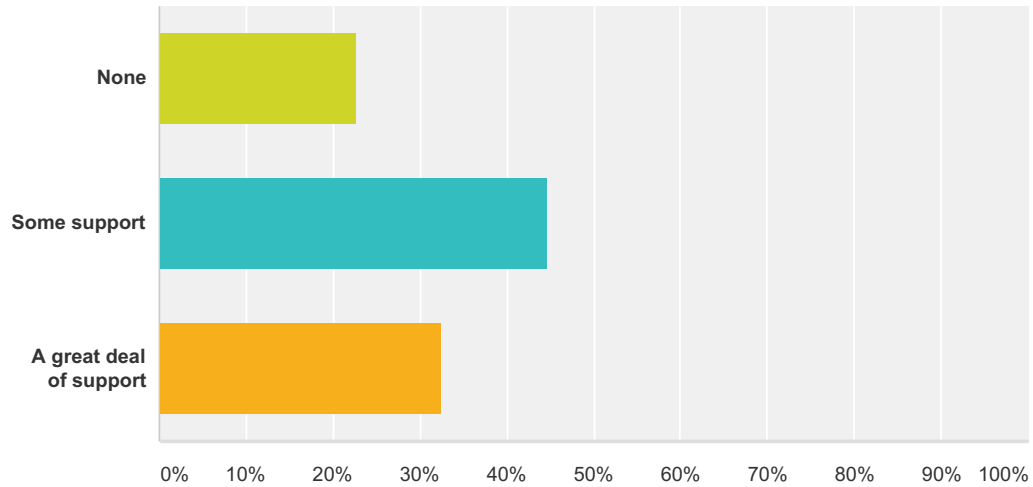
Answered: 727 Skipped: 22



Answer Choices	Responses	
Not interested	22.56%	164
Somewhat interested	54.75%	398
Very interested	22.70%	165
Total		727

Q11 What level of support does your immediate supervisor or manager provide for staff involvement in continuous improvement efforts such as LEAN?

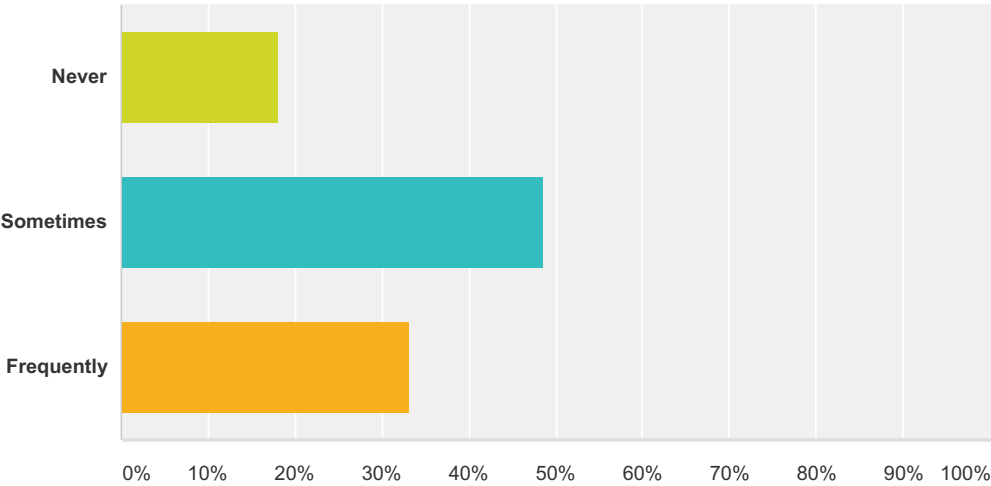
Answered: 718 Skipped: 31



Answer Choices	Responses	
None	22.70%	163
Some support	44.71%	321
A great deal of support	32.59%	234
Total		718

Q12 To what degree does your immediate supervisor or manager ever ask for your opinion on how to do things better?

Answered: 743 Skipped: 6



Answer Choices	Responses	
Never	18.17%	135
Sometimes	48.59%	361
Frequently	33.24%	247
Total		743

**Q13 Please share any other ideas you have
on strategic planning or other Waukesha
County operations:**

Answered: 129 Skipped: 620